

Standout Capital ESG Policy

At Standout Capital, we are committed to integrating Environmental, Social, and Governance (ESG) principles into our investment strategy and corporate operations. We believe that responsible investment practices contribute to long-term value creation for our stakeholders and society. This policy outlines our approach to ESG considerations.

Investment Approach

We incorporate ESG criteria into our investment analysis and decision-making processes by:

- Assessing the non-financial performance of target companies, including their environmental impact, social responsibility, and governance standards.
- Ensuring that all investments align with ethical and sustainable business practices.
- Conducting thorough due diligence to identify and mitigate ESG-related risks.

Portfolio Companies

We actively support and engage with our portfolio companies to promote ESG excellence by:

- Encouraging them to integrate ESG considerations into their business strategies and operations.
- Providing guidance and resources to help senior management implement sustainable business practices.
- Advocating for transparency, ethical leadership, and accountability in corporate governance.

Investor Relations

We maintain open and transparent communication with our investors regarding our ESG commitments.

Corporate Governance

We uphold high standards of corporate governance by:

- Adhering to international best practices for executive compensation and incentive structures.
- Implementing strong compliance measures, including anti-corruption, anti-money laundering, and reputational due diligence.
- Establishing robust risk management frameworks to safeguard ethical business conduct.

People & Workplace Culture

We foster an inclusive, diverse, and equitable work environment by:

- Upholding fair and unbiased performance assessments and career development opportunities.
- Encouraging leadership involvement in employee growth and mentorship programs.

- Ensuring equal treatment and opportunities for all employees, regardless of age, gender, ethnicity, religion, role, or sexual orientation.

Environmental Responsibility

We strive to minimize our environmental footprint by:

- Integrating sustainability considerations into our business operations, such as optimizing travel and adopting digital solutions.
- Promoting responsible procurement policies, prioritizing sustainable and recyclable materials.
- Encouraging our employees and portfolio companies to adopt eco-friendly practices.

At Standout Capital, we view ESG as an evolving commitment and will continuously enhance our policies and practices to reflect emerging standards and stakeholder expectations. We are dedicated to fostering a responsible investment approach that contributes to a more sustainable and equitable future.